



The City of
Modesto
Is Seeking A New
Director of
Engineering &
Transportation



CITY of MODESTO

MODESTO – THE COMMUNITY

“Affordable” and “desirable” are not adjectives normally used in the same sentence to describe a community in California, but in the case of Modesto, it is entirely fitting. The City, founded in 1884, is located in the heart of the Central Valley. It is within close proximity to Yosemite, Northern California coastal resort communities, the State’s world famous wine country and San Francisco, plus numerous popular venues for outdoor recreation. Modesto’s recently revitalized downtown area continues to enhance its entertainment, service and retail offerings. Construction will begin this year on the \$36 million Gallo Arts Center scheduled to open in 2006.

As the seat of Stanislaus County, Modesto has a rich agricultural history and has worked hard to diversify its economy in recent years. The quality of life in Modesto is one of its most attractive features. Many urbanites have relocated to this welcoming community for its small-town atmosphere and big city amenities, reasonable housing prices, reputable school districts and protected open spaces. Serving a population of over 250,000, Modesto is frequently cited as an ideal community in which to raise a family.

An increasingly diverse community, the City currently reflects 26 percent Hispanic, 6 percent Asian, 4 percent African American and 1 percent Native American minority populations. There are 65,000 households with an average income of \$54,916. The median age is slightly under 33 years. Modesto is the 15th largest city in California.

CITY GOVERNMENT

The City of Modesto employs over 1,200 full-time and more than 400 part-time employees. The City is supported by an operating and capital budget of over \$200 million. Modesto is governed under a Council/Manager form

of government. The City Council consists of seven members, including the Mayor, who are elected at-large to serve overlapping four-year terms. Nine departments, the City Manager, two Deputy City Managers, along with the offices of the City Clerk and City Attorney comprise the organizational structure. The Departments of Finance, Personnel and Information and Technology report directly to the City Manager, while other departments report through one of two Deputy City Managers.

MANAGEMENT TEAM

The new Director of Engineering & Transportation will have the opportunity to work with and be a part of an energetic and results-oriented Executive Team (ET). The ET is comprised of the City Manager, Deputy City Managers, all department directors as well as City Clerk and City Attorney, who are council appointed. Many of the department heads are relatively new, having served in their current roles for less than four years.

The City Manager, Jack Crist, is a deeply committed, energetic and visionary leader who empowers his managers and staff. Mr. Crist has an engaging, approachable style that is complemented by his refreshing sense of humor. He typically gives his managers substantial autonomy in how they lead their departments.

Since being appointed nearly four years ago, Mr. Crist has created a progressive organizational structure that is vision-based, which serves to emphasize teamwork, collaboration and streamlined service delivery. The structure and the talent combine to form a culture that models an admirable work ethic, supports constructive debate, and values problem solving and innovation at the lowest levels. The City Manager is desirous of appointing a professional who shares these values and who will provide strong and stable leadership in a dynamic department. Additional information about the organization and department functions can be found on the City’s website: www.modestogov.com



ENGINEERING & TRANSPORTATION DEPARTMENT

The Engineering and Transportation Department was formed in 1998 as the result of a reorganization within the City to realign resources to include all civil and traffic engineering functions, the City’s transit systems, and the City/County airport and solid waste divisions all into one department.

Today’s Engineering and Transportation Department, supported by 89 employees, provides for the administration and management of a full spectrum of engineering and transportation services and projects, as well as strategic financial, business, and entrepreneurial planning for water, sewer, storm drainage, solid waste and recycling services. The Department is dedicated to ensuring that infrastructure maintenance and expansion occurs within the given financial resources and at a rate that coincides with the community’s needs for economic growth and commitment to enhancing the environment and quality of life throughout the City. Engineering and Transportation has a \$22.3 million operating budget and manages a Capital Improvement Program of \$ 22 million.

The Director is supported by two Deputy Directors, a Transit Manager, a Solid Waste Program Manager, an Airport Manager, and a strong administrative





support team. The Deputy Directors oversee the Capital Improvement Services Division and the Traffic and Development Services Division respectively.

Despite the State of California's current budget crisis, Modesto's financial health is in a better position than many California communities. The municipality has enjoyed several years of a balanced budget, possesses a reserve of approximately 16 percent, and the community benefits from a relatively stable local economy.

CURRENT ISSUES/ PRIORITIES

In addition to the day-to-day obligations of the position, the Director will be expected to concentrate on the following priorities:

- **Utility Master Plans** are in progress and need to be completed for sewer, water and storm drainage in order for the City to keep up with the growth-related impacts on the infrastructure.
- As the City ranks third in the state for traffic accidents, **traffic management and circulation** issues will demand the Director's leadership and attention.
- Modesto is in the midst of updating an **Airport Master Plan** that will, in part, address the need for expanded air service connection points and destinations. The Master Plan, currently in draft form, is progressing and will be completed after the appointment of the new Director.
- Working closely with the Finance Department, Engineering and Transportation will assist with the analysis and subsequent implementation of recommendations from ongoing water, sewer and storm drain **rate studies**.
- **Succession planning** will rank in the top tier of priorities as the Department strives to fill current and projected vacancies created largely due to retirements.
- To gain maximum long-term efficiencies, the new Director will want to explore **regionalization** of the local wastewater system.
- Of ongoing importance is the management and oversight of the City's **solid waste** contracts. Modesto currently has relationships with four franchisees.
- The City's **fixed-route** and **paratransit services** currently transport approximately 3 million passengers annually, and must expand to keep pace with Modesto's growth.

In addition to the above, the Director of Engineering and Transportation will be expected to play a key role in a number of upcoming prominent development projects including the 40 acre Kaiser Hospital and Medical Campus and the City's plan to develop a satellite public safety campus.

IDEAL CANDIDATE

The Director of Engineering & Transportation will play an exciting and critical role in facilitating Modesto's continued growth. Specific desirable characteristics and necessary experience for the ideal professional are as follows:

Education and Experience

- Has a minimum of three (3) years of experience in a comparable executive or senior management level position.
- Possesses a bachelor's degree from an accredited college or university in engineering or related field. A master's degree in a similar discipline is preferred. California PE registration is required within one year of appointment.

- Has experience as an executive or manager and/or as a senior consultant/advisor to local government with proven success in management and leadership within a related discipline.
- Prior or current experience working in a growth-oriented community will be advantageous.
- Experience working effectively with development related issues and challenges are highly desirable.

Managerial/Professional Competencies

- Well-versed in all aspects of engineering
- Proven as an exceptional manager of people
- Has a history of working collaboratively with other departments and colleagues
- Demonstrates creativity in problem solving
- Favors working in a fast-paced dynamic environment
- Effective mentor and developer of subordinates
- Superior negotiator and manager of substantial high-profile contracts
- Knowledge of legislative processes and funding strategies/opportunities
- Enjoys high credibility within the engineering profession

Leadership Style

- Displays resiliency in the face of challenges and adversity
- Is recognized as a strong leader in current and prior roles
- Takes the job, but not him/herself too seriously. Reveals a healthy sense of humor





- Demonstrates impressive capacity to manage multiple large-scale priorities simultaneously
- Exhibits a proactive style with respect to interacting with staff and engaging with the community
- Manages and operates with uncompromising integrity
- Exhibits a high degree of sensitivity to customer needs and desires
- Exercises superior communication and interpersonal skills with internal and external stakeholders
- Is a natural team player and consensus builder

COMPENSATION & BENEFITS

The salary range for this position is \$102,463 - \$128,079. In addition, the City offers an attractive benefits package that includes:

- **Retirement** – CalPERS 2% at 55. Contributions of 7% of applicable compensation, on a pre-tax basis, are made to CalPERS of which the City pays 6.6%.
- **Annual Leave** – Ten (10) paid holidays plus eight (8) hours of holiday credit. Eighty (80) hours of management leave in addition to standard vacation and sick leave allowances.
- **Health & Welfare** – City pays \$571 per month toward the cost of employees and dependents' premiums for all health, dental and vision plans offered. Life insurance of \$120,000 is provided by the City. Modesto also provides long-term disability coverage.
- **Deferred Compensation** – Employee and City each contribute 3.5% of salary.
- **Vehicle Allowance** – Modesto provides a vehicle allowance of \$400 per month.

APPLICATION & SELECTION PROCESS

To be considered for this rare opportunity, please submit a cover letter with current salary, resume and a minimum of three professional references to:

SHANNON
EXECUTIVE SEARCH

A DIVISION OF



Teri Black-Brann

SHANNON EXECUTIVE SEARCH

241 Lathrop Way • Sacramento, CA 95815

Phone: 916.263.1401 Sacramento

310.377.2612 Los Angeles

Fax: 916.561.7205

E-mail: resumes@cps.ca.gov

Website: www.cps.ca.gov/shannon

The first review of resumes will occur on **Friday, March 26, 2004**. Following the initial review of resumes, candidates will be screened in relation to the criteria outlined in this brochure. Individuals with the most relevant qualifications will be given preliminary interviews by the consultant and those deemed best suited for the position will be presented to the City. A final interview process will then be scheduled for selected candidates.

The City of Modesto is an Equal Opportunity Employer
and is in compliance with the American Disabilities Act.